

The Lutheran Church-- Missouri Synod
Board For Communication Service, KFUD Radio Station - AM
Statement of Revenue and Expenses Compared with Budget
For the Fiscal Year Ended June 30, 1989

	M O N T H			Y E A R - T O - D A T E			
	Actual	Tentative Budget	Favorable (Unfavorable) Variance	Actual	Tentative Budget	Favorable (Unfavorable) Variance	Budgeted Balance
REVENUE:							
Gifts & Grants-							
Legacies & Bequests	\$34,400	\$23,750	\$10,650	\$441,598	\$285,000	\$156,598	(\$156,598)
Individuals	2,150	17,646	(15,496)	117,494	211,750	(94,256)	94,256
Congregations	1,925	8,125	(6,200)	30,098	97,500	(67,402)	67,402
Memorials	2,075	3,083	(1,008)	31,101	37,000	(5,899)	5,899
Grants		4,167	(4,167)	3,487	50,000	(46,513)	46,513
Investment Earnings	1,354	3,167	(1,813)	51,435	38,000	13,435	(13,435)
Commercial Sales	4,344	1,292	3,053	36,774	15,500	21,274	(21,274)
Other Revenues	3,767	7,979	(4,212)	18,947	95,750	(76,803)	76,603
Total Revenue	50,015	69,208	(19,193)	730,934	830,500	(99,566)	99,566
EXPENDITURES:							
Personnel Cost	38,657	35,774	(2,883)	370,945	429,290	58,345	58,345
Travel & Meetings	686	700	14	2,871	8,400	5,529	5,529
Consult. & Hospitality	2,952	508	(2,444)	10,637	6,100	(4,537)	(4,537)
Promotional Materials	3,255	1,708	(1,547)	18,826	20,500	1,674	1,674
News Service Agency	1,534	1,917	383	21,730	23,000	1,270	1,270
Audio/Visual Production	1,132	125	(1,007)	10,282	1,500	(8,782)	(8,782)
Building Repairs & Maint.	876	750	(126)	11,698	9,000	(2,698)	(2,698)
Ctr'l. Rm. Maint. & Supplies	1,153	417	(736)	5,552	5,000	(552)	(552)
Heat, Light, Power, & Water	896	1,771	875	10,880	21,250	10,370	10,370
Interest Expense		21	21		250	250	250
Insurance		517	517	5,490	6,200	710	710
Legal Fees	4,225	583	(3,641)	4,638	7,000	2,362	2,362
Telephone Equip. & Charges	2,169	1,968	(201)	24,724	23,620	(1,104)	(1,104)
Mailing & Shipping	2,576	3,442	865	20,437	41,300	20,863	20,863
Membership		275	275	437	3,300	2,863	2,863
Miscellaneous	900	1,400	500	8,733	16,800	8,067	8,067
Office Supplies & Forms	896	1,942	1,046	10,600	23,300	12,500	12,500
Printing & Reproduction	11,021	4,646	(6,375)	50,343	55,750	5,407	5,407
Tapes	417	683	266	9,298	8,200	(1,098)	(1,098)
Satellite Rental Expense		4,167	4,167		50,000	50,000	50,000
Records & Transcriptions	144	167	23	2,091	2,000	(91)	(91)
Equipment Purchase		8,958	8,958	3,906	107,500	103,594	103,594
Equipment Maintenance	1,330	1,958	629	9,271	23,500	14,229	14,229
Vehicle Maintenance	160	192	32	1,023	2,300	1,277	1,277
Allocation - 40% to FM	(2,502)	(3,333)	(832)	(23,867)	(40,000)	(16,133)	(16,133)
Total Expenses	72,475	71,255	(1,220)	590,745	855,060	264,315	\$264,315
Excess (Deficiency) of							
Revenue Over Expenses	(\$22,460)	(\$2,047)	(\$20,413)	\$140,189	(\$24,560)	\$164,749	

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The Lutheran Church--Missouri Synod
Board For Communication Services-KFUO Radio Station - AM
Schedule of Current Fund Revenue and Expenses
For the Fiscal Year Ended June 30, 1989

	General Admin.	Develop and P.R.	Promotions	BEAM	By the Way	Admin. Services	Business Services	Technical Services	Total
REVENUE:									
Gifts & Grants-									
Legacies & Bequests	\$441,598	\$	\$	\$	\$	\$	\$	\$	\$441,598
Individuals	25,778		91,007		709				117,494
Congregations	30,098								30,098
Memorials	31,101								31,101
Grants	3,487								3,487
Investment Earnings	51,435								51,435
Commercial Sales	19,901			16,874					36,774
Other Revenues	13,603			5,339			5		18,947
Total Revenue	617,000		91,007	22,213	709		5		730,934
EXPENDITURES:									
Personnel Cost	215,536	24,358		12,190	3,650	23,956	35,205	56,049	370,945
Travel & Meetings	1,125	249				567	490	439	2,871
Consult. & Hospitality	281	8,878				1,374		104	10,637
Promotional Materials	2,028	5,995	10,233	521		48			18,826
News Service Agency	21,730								21,730
Audio/Visual Production			5	103	10,174				10,282
Building Repairs & Maint.							11,698		11,698
Ctrl. Rm. Maint & Supplies							2,076	3,476	5,552
Heat, Light, Power, & Water							10,880		10,880
Interest Expense									
Insurance	5,441						49		5,490
Legal Fees	3,897						741		4,638
Telephone Equip & Charges	15,426	173				529	8,439	158	24,724
Mailing & Shipping	1,877	101	9,501	701	5,288	851	2,062	56	20,437
Membership	269	87				80			437
Miscellaneous	1,227	1,089	250	2,239		293	2,691	933	8,733
Office Supplies & Forms	2,118	3,212		1,356	478		3,637		10,800
Printing & Reproduction	909	384	36,195	7,928	4,926				50,343
Tapes	1,291			8,007					9,298
Satellite Rental Expense									
Records & Transcriptions	117				1,974				2,091
Equipment Purchase							3,246	561	3,806
Equipment Maintenance							7,354	1,907	9,271
Vehicle Maintenance							1,023		1,023
Allocation - 40% to FM						(1,497)	(21,758)	(612)	(23,867)
Total Expenses	273,273	44,535	56,185	32,046	26,491	26,202	67,842	63,171	590,745
Excess (Deficiency) of Revenue Over Expenses	\$343,727	(\$44,535)	\$34,822	(\$10,833)	(\$25,781)	(\$26,202)	(\$67,837)	(\$63,171)	\$140,189

The Lutheran Church--Missouri Synod
Board for Christian Education--FUD Radio Division FM
Statement of Revenue and Expenses Compared with Budget
For the Fiscal Year Ended June 30, 1989

	M O N T H			Y E A R - T O - D A T E			
	Actual	Budget	Favorable (Unfavorable) Variance	Actual	Budget	Favorable (Unfavorable) Variance	Budgeted Balance
REVENUE:							
Commercial Sales (Total)	\$46,478	\$55,000	(\$8,522)	\$501,087	\$660,000	(\$158,913)	\$158,913
Less: Agency Fees	4,288	5,700	1,412	46,151	68,400	22,249	22,249
Sales Commission	12,196	11,550	(646)	106,372	138,600	32,228	32,228
Commercial Sales (Net)	29,994	37,750	(7,756)	348,564	453,000	(104,436)	104,436
Commercial Trades	13,052	5,417	7,635	56,423	65,000	(8,577)	8,577
Gifts - Individuals		333	(333)	1,785	4,000	(2,215)	2,215
Other Revenue		1,500	(1,500)	6,558	18,000	(11,442)	11,442
Total Revenue	43,046	45,000	(1,954)	413,330	540,000	(126,670)	126,670
EXPENDITURES:							
Personnel Cost	36,471	28,810	(7,660)	380,073	345,722	(34,351)	(34,351)
Travel, Meetings, Membershi	(95)	350	445	383	4,200	3,817	3,817
Hospitality-Workshops, Conf	169	917	748	2,594	11,000	8,406	8,406
Consultant & Professional	478	375	(103)	14,251	4,500	(9,751)	(9,751)
Advertising Expenses	1,643	3,542	1,899	16,010	42,500	26,490	26,490
Promotional Materials	6,542	875	(5,667)	46,793	10,500	(36,293)	(36,293)
Creative Dev. & Research		167	167	140	2,000	1,860	1,860
Equipment Purchased		1,258	1,258	9,018	15,100	6,082	6,082
Equipment Maintenance	513	400	(113)	4,586	4,800	214	214
Personnel Charges	296	1,250	954	1,003	15,000	13,997	13,997
Insurance	120	333	213	4,434	4,000	(434)	(434)
Legal Fees	2,645	833	(1,811)	24,392	10,000	(14,392)	(14,392)
Telephone Equip & Charges	1,905	413	(1,492)	19,614	4,950	(14,664)	(14,664)
Office Supplies & Forms	362	263	(600)	4,285	3,150	(1,135)	(1,135)
Mailing & Shipping	239	208	(31)	2,283	2,500	217	217
Uncollectible Debts	508	833	325	5,724	10,000	4,276	4,276
Power & Lease Payment(KMJM)	7,465	2,767	(4,698)	48,023	33,200	(14,823)	(14,823)
Printing & Reproduction	44	167	122	573	2,000	1,422	1,422
Programs - Syndicated	995	750	(245)	6,786	9,000	2,214	2,214
Music License Fees	664	700	36	3,007	8,400	(5,393)	(5,393)
Supplies-Control Room	1,524	333	(1,190)	4,484	4,000	(484)	(484)
Survey Services	582	42	(541)	5,583	500	(5,083)	(5,083)
Technical Charges		500	500	2,219	6,000	3,781	3,781
Misc. & Memberships/Subscri	134	283	149	3,032	3,400	368	368
Power Rental	2,854	2,500	(354)	33,476	30,000	(3,476)	(3,476)
Allocation from AM - 40%	2,502	3,333	831	23,987	40,000	16,133	16,133
Media Trades	1,901	4,167	2,266	24,250	50,000	25,750	25,750
Total Expenses	70,960	56,369	(14,592)	696,388	676,422	(20,566)	(\$20,566)
Excess (Deficiency) of Revenue Over Expenses	(\$27,915)	(\$11,369)	(\$16,546)	(\$283,658)	(\$136,422)	(\$147,236)	

The Lutheran Church--Missouri Synod
Board for Communication Services-KFUO Radio Station - FM
Schedule of Current Fund Revenue and Expenses
For the Fiscal Year Ended June 30, 1989

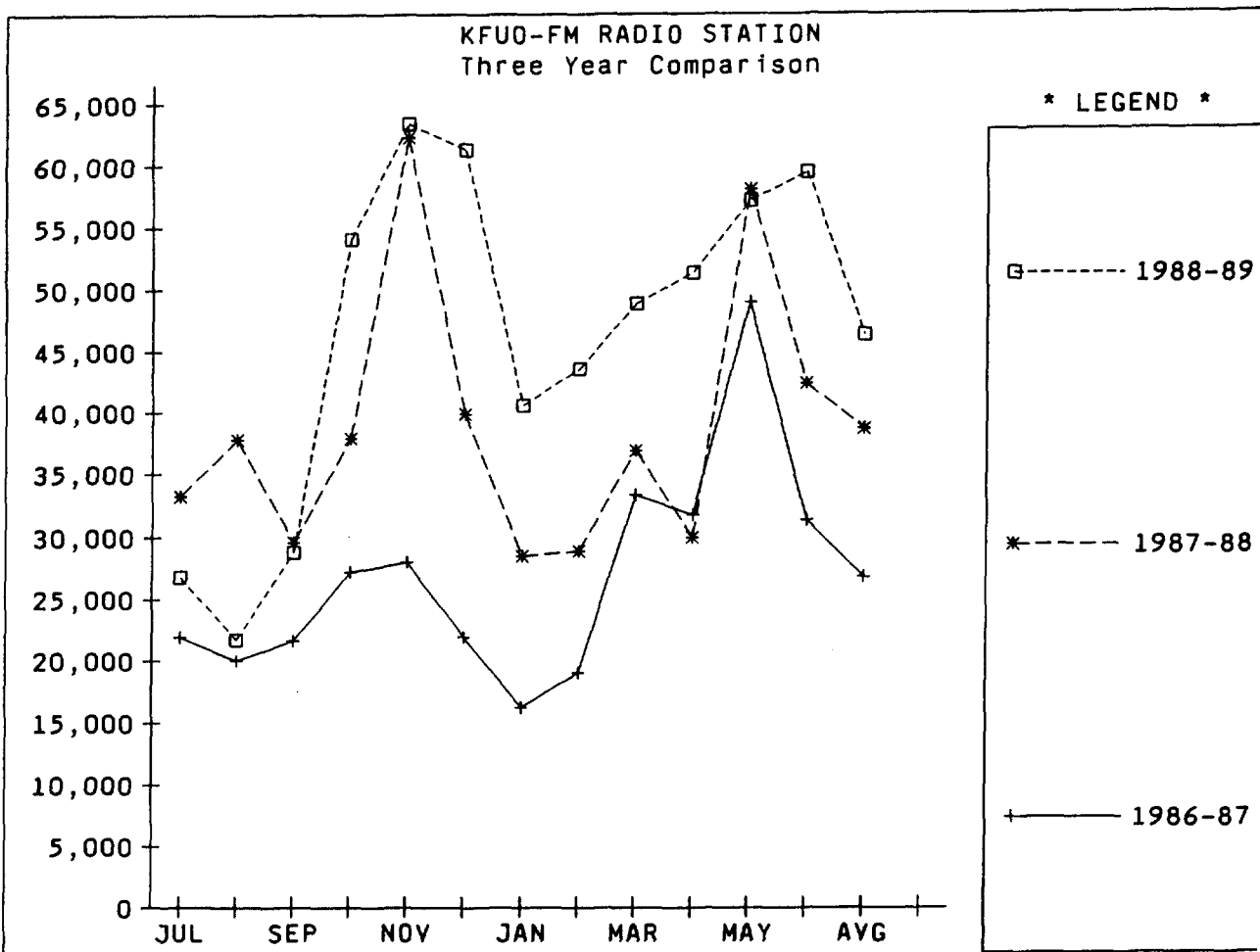
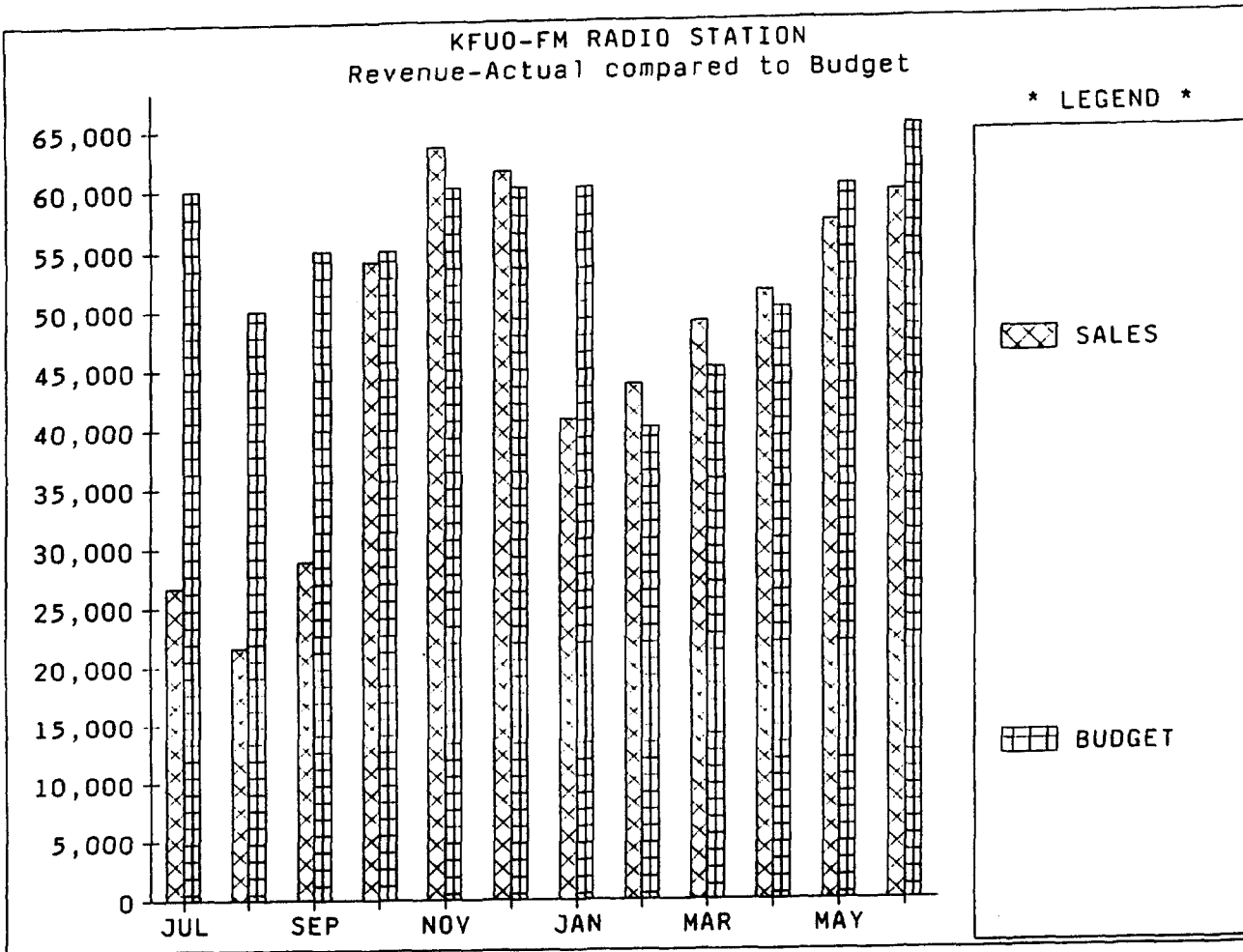
	Cash Sales	Trade Sales	Total
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REVENUE:			
Commercial Sales (Total)	\$501,087	\$	\$501,087
Less: Agency Fees	46,151		46,151
Sales Commission	106,372		106,372
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Commercial Sales (Net)	348,564		348,564
Commercial Trades		56,423	56,423
Gifts - Individuals	1,785		1,785
Other Revenue	6,558		6,558
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Total Revenue	356,907	56,423	413,330
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EXPENDITURES:			
Personnel Cost	380,073		380,073
Travel, Meetings, Membershi	383		383
Hospitality-Workshops, Conf	2,594	11,656	14,250
Consultant & Professional	14,251		14,251
Advertising Expenses	16,010	8,964	24,974
Promotional Materials	46,789		46,789
Creative Dev. & Research	140		140
Equipment Purchased	9,018	3,080	12,098
Equipment Maintenance	4,586		4,586
Interest Expense	1,003		1,003
Insurance	4,494		4,494
Legal Fees	24,392		24,392
Telephone Equip & Charges	19,614		19,614
Office Supplies & Forms	4,285		4,285
Mailing & Shipping	2,283		2,283
Uncollectible Debts	5,724		5,724
Power & Lease Payment(KMJM)	48,028		48,028
Printing & Reproduction	578		578
Programs - Syndicated	6,786		6,786
Music License Fees	9,007		9,007
Supplies-Control Room	4,484		4,484
Survey Services-Inspections	5,563		5,563
Technical Charges	2,219		2,219
Misc. & Membership//Subscri	3,092	550	3,642
Tower Rental	33,476		33,476
Allocation from AM - 40%	23,867		23,867
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Total Expenses	672,738	24,250	696,988
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Excess (Deficiency) of Revenue Over Expenses	(\$315,830)	\$32,173	(\$283,658)
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KFUC RADIO STATION - FM
Commissions Earned for 1988-1989

21-AUG-1989




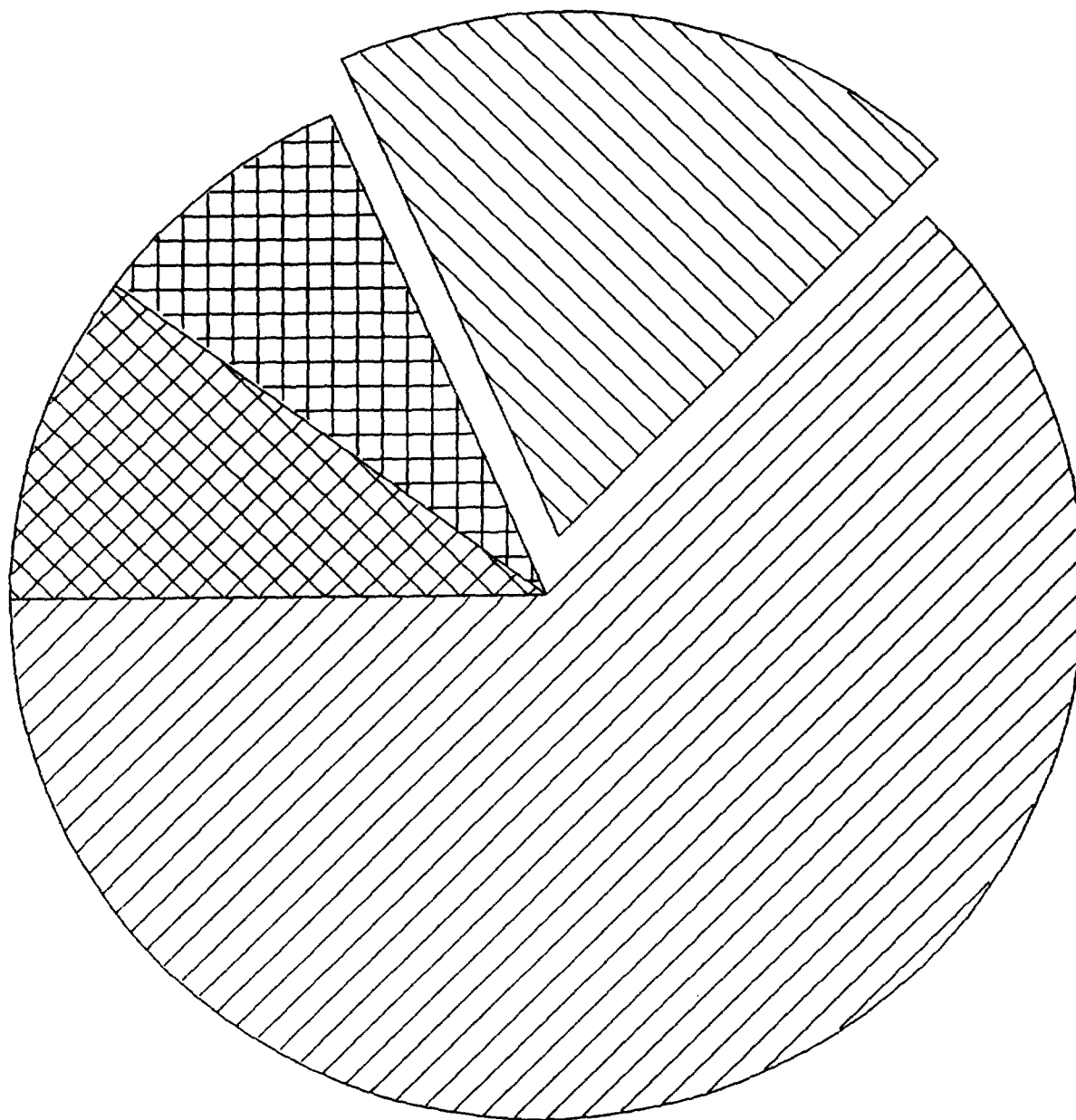
	JASOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	TOTAL PAID	COMMISSIONS EARNED	EFFICIENCY
CMN	*****	488.58	537.41	470.73	470.73	321.68	204.00	204.00	4,524.20		
CMBS	*****	910.09	1,110.03	1,075.61 -121.61	1,112.81	1,420.91	660.45	826.84	11,194.50		
Tom Lauher	*****	1,077.57	774.86	770.49	891.89	949.67	1,066.76	1,016.65	10,035.88		
Tom Koon		400.00									
Salary Paid	*****	800.00	800.00	800.00	800.00	1,000.00	1,000.00	1,000.00	10,200.00		
Commissions Ea	***	580.68	538.69	734.42	703.68	905.14	1,796.84	1,424.60		7,602.80	74.5%
Robert Thompson		125.00									
Salary Paid	*	1,600.00	1,600.00	1,600.00	2,000.00	2,000.00	2,000.00	2,000.00	14,400.00		
Commissions Ea	*	1,009.50	378.46	481.05	1,068.49	312.34	235.95	307.95		4,322.64	30.0%
Lucy Walker											
Salary Paid					600.00	1,300.00	1,300.00	1,300.00	4,500.00		
Commissions Earned					0.00	684.23	823.98	1,874.31		3,382.52	75.2%
Glynnelle Wells											
Salary Paid					738.46	1,600.00	1,600.00	1,600.00	5,538.46		
Commissions Earned					0.00	961.60	1,012.58	930.42		2,904.60	52.4%
Jan Hutchinson											
Salary Paid	*								3,087.14		
Commissions Earn*										3,164.43	102.5%
Cari Perez		125									
Salary Paid	*****	1020	1099.83	344					7,103.78		
Commissions Ea	*****	1020	1099.83	344						5,380.28	75.7%
Charlette Akin		350									
Salary Paid	*****	1716.01	800						8,421.70		
Commissions Ea	*****	1716.01	579.45							7,004.77	83.2%
James Bebo											
Salary Paid					1000	1000	1000		3,000.00		
Commissions Earned					327	949.14	1240.52			2,516.66	83.9%
Carolyn Miller											
Salary Paid							500.00	1,000.00	1,500.00		
Commissions Earned							37.50	457.50		495.00	33.0%
Commissions Paid	*****	8,612.25	6,722.13	4,939.22	7,613.89	9,592.26	9,331.21	8,947.49	83,505.66		
Sales Staff Only									57,751.08	36,773.70	63.7%
Cash Sales	*****	53,879	38,743	38,525	44,595	47,483	53,338	46,478	501,088		
Percentage	*****	16.0%	17.4%	12.8%	17.1%	20.2%	17.5%	19.3%	16.7%		

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KFUO RADIO STATION

* LEGEND *

 Trade Agency Fee Commission Operating

USE OF FM REVENUE

KFUO(AM/FM) - St. Louis, Missouri
Full-Time Hires
During The License Term
February 1, 1983 - February 1, 1990

JOB TITLE	FCC FORM 395-B CLASSIFICA- TION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS — Total — Minorities — Women	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED — Total — Minorities — Women	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE	
Assistant to Business Manager (Both)	Professional	F	Concordia Seminary, Church Headquarters	— Total — Minorities — Women	Concordia Seminary			— Total — Minorities — Women	Concordia Seminary			1. Name: Steven Benko 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 4/16/83 5. Referral Source: Concordia Seminary
Acting Director of Development (AM)	Professional	F		— Total — Minorities — Women				— Total — Minorities — Women				1. Name: Theodore Preuss 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 4/2/84 5. Referral Source:
Receptionist (Both)	Office/ Clerical	F	Concordia Seminary	— Total — Minorities — Women	Concordia Seminary			— Total — Minorities — Women	Concordia Seminary			1. Name: Mary Wicklman 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 4/30/84 5. Referral Source: Concordia Seminary (wife of student)
Receptionist (Both)	Office/ Clerical	F	Station Employee/ Through Church	— Total — Minorities — Women	Station Employee/ Through Church			— Total — Minorities — Women	Station Employee/ Through Church			1. Name: Ruth Clerkly 2. Sex: Female 3. Race/National Origin: Black 4. Date of Hire: 7/30/84 5. Referral Source: Station Employee/Through Church
Receptionist (Both)	Office/ Clerical	F	Station Employee	— Total — Minorities — Women	Station Employee			— Total — Minorities — Women	Station Employee			1. Name: Helen Richardson 2. Sex: Female 3. Race/National Origin: Black 4. Date of Hire: 3/25/85 5. Referral Source: Station Employee

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JOB TITLE	FCC FORM 395-B CLASSIFICA- TION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN		
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE			
Director of Development and Public Relations (AM)	Professional	F	Station Employee	Total Minorities Women	Station Employee				Total Minorities Women	Station Employee				1. Name: Phyllis Housholder 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 6/17/85 5. Referral Source: Station Employee
Announcer (AM)	Professional	F	Station Employee	Total Minorities Women	Station Employee				Total Minorities Women	Station Employee				1. Name: Jerry Housholder 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 6/17/85 5. Referral Source: Station Employee
Receptionist (Both)	Office/ Clerical	F	Station Employee	Total Minorities Women	Station Employee				Total Minorities Women	Station Employee				1. Name: Lisa Harrison 2. Sex: Female 3. Race/National Origin: Black 4. Date of Hire: 8/28/85 5. Referral Source: Station Employee
Business Manager (Both)	Professional	F	Church Headquarters, St. Louis Post Dispatch (Recollection of D. Stortz and P. Zika)	Total Minorities Women	Church Headquarters, St. Louis Post Dispatch (Recollection of Dr. D. Stortz and P. Zika)				Total Minorities Women	Church Headquarters, St. Louis Post Dispatch (Recollection of D. Stortz and P. Zika)				1. Name: Daryl Haake 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 9/3/85 5. Referral Source: Lutheran Church Missouri Synod, (Recollection, no written proof)
Announcer (AM)	Professional	F	Lutheran Agencies	Total Minorities Women	Lutheran Agencies				Total Minorities Women	Lutheran Agencies				1. Name: Sandi McBride 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 4/3/86 5. Referral Source: Lutheran Agencies
Religious Secretary (AM)	Office/ Clerical	F	Concordia Seminary	Total Minorities Women	Concordia Seminary				Total Minorities Women	Concordia Seminary				1. Name: Ruth Gies 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 5/27/86 5. Referral Source: Concordia Seminary (Wife of Student)

000002

JOB TITLE	FCC FORM 395-B CLASSIFICATION	PART/FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE	
Sales Worker (FM)	Sales Worker	F	Station Employee	— Total — Minorities — Women	Station Employee			— Total — Minorities — Women	Station Employee			1. Name: Jan Hutchinson 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 9/29/86 5. Referral Source: Station Employee, (Transferred to station payroll from consulting sales company)
Sales Worker/Manager (FM)	Sales Worker	F	Broadcasting Magazine, Church Headquarters ^{2/}	— Total — Minorities — Women				3 Total 0 Minorities 1 Women				1. Name: Bern Hentze 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 1/26/87 5. Referral Source:
Secretary (AM)	Office/Clerical	F	Concordia Seminary	— Total — Minorities — Women	Concordia Seminary			2 Total 0 Minorities 2 Women	Concordia Seminary	2		2 1. Name: Christine Keseman 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 2/13/87 5. Referral Source: Concordia Seminary (wife)
Sales Worker (FM)	Sales Worker	F		— Total — Minorities — Women				1 Total 0 Minorities 1 Women				1. Name: Judy McMurty 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 2/23/87 5. Referral Source: Resume on File
Sales Worker (FM)	Sales Worker	F		— Total — Minorities — Women				1 Total 0 Minorities 1 Women				1. Name: Beverly Brandt 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 3/23/87 5. Referral Source: Resume on File
Station Manager (FM)	Official/Manager	F	Broadcasting Magazine, Referrals	20 Total — Minorities — Women	Broadcasting Magazine, Referrals			— Total — Minorities — Women	Broadcasting Magazine, Referrals			1. Name: Tom Lauher 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 5/14/87 5. Referral Source: Referral

^{2/} It was the policy of the radio stations to post announcements of all job openings at the Church headquarters after January 1, 1987.

000003

JOB TITLE	FCC FORM 395-B CLASSIFICA- TION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN		
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE			
Receptionist (Both)	Office/ Clerical	F	Station Employee	— Total — Minorities — Women	Station Employee				1 Total 0 Minorities 1 Women	Station Employee				1. Name: Linda Sund 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 6/8/87 5. Referral Source: Station Employee (Wife of Concordia Seminary Student)
Director of Broadcast Ministries (with managerial responsibilities over both stations)	Official/ Manager	F	Lutheran publications (Lutheran Witness) Broadcasting Magazine	— Total — Minorities — Women	Lutheran publications (Lutheran Witness)				5 Total — Minorities — Women	Lutheran publications (Lutheran Witness)	5			1. Name: Ken Lombardi 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 7/27/87 5. Referral Source: Lutheran Witness
Announcer (FM)	Professional	F	Station Employee	— Total — Minorities — Women	Station Employee				1 Total 0 Minorities 0 Women	Station Employee				1. Name: Bob Evans 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 9/21/87 5. Referral Source: Resume on File
Director, Audio Resources (AM)	Professional	F	Lutheran publications, Broadcasting Magazine (Recollection of D. Stortz and P. Zika)	— Total — Minorities — Women	Lutheran publications, Broadcasting Magazine (Recollection of D. Stortz and P. Zika)				5 Total — Minorities — Women	Lutheran publications, Broadcasting Magazine (Recollection of D. Stortz and P. Zika)	5			1. Name: Rev. Mark Hawkinson 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 11/2/87 5. Referral Source: Lutheran publications
Secretary (AM)	Office/ Clerical	F		— Total — Minorities — Women					— Total — Minorities — Women					1. Name: Joan Harwell 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 11/17/87 5. Referral Source: Walk-in
Sales Worker (FM)	Sales Worker	F		— Total — Minorities — Women					1 Total 0 Minorities 1 Women					1. Name: Charlotte Akin 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 1/4/88 5. Referral Source: Resume on File

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JOB TITLE	FCC FORM 395-B CLASSIFICA- TION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN	
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE		
Announcer/ Program Director (AM)	Professional	F	Lutheran publications (Lutheran Witness)	<u> </u> Total <u> </u> Minorities <u> </u> Women				<u>5</u> Total <u> </u> Minorities <u> </u> Women	Lutheran publications				1. Name: Rev. Mark Spitz 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 2/9/88 5. Referral Source: Lutheran publications (was employed at KFUD as a part-time employee from 1982-1984 when he was in the Concordia Seminary)
Sales Worker (FM)	Sales Worker	F		<u> </u> Total <u> </u> Minorities <u> </u> Women				<u>1</u> Total <u>0</u> Minorities <u>0</u> Women					1. Name: Tom Koon 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 2/29/88 5. Referral Source: Resume on File
Sales Worker (FM)	Sales Worker	F		<u> </u> Total <u> </u> Minorities <u> </u> Women				<u> </u> Total <u>1</u> Minorities <u>3</u> Women					1. Name: Carrie Perez 2. Sex: Female 3. Race/National Origin: Hispanic 4. Date of Hire: 3/7/88 5. Referral Source: Resume on File
Receptionist (AM)	Office/ Clerical	F	Station Employee	<u> </u> Total <u> </u> Minorities <u> </u> Women	Station Employee			<u>1</u> Total <u>0</u> Minorities <u>1</u> Women	Station Employee				1. Name: Sue Crown 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 8/16/88 5. Referral Source: Concordia Seminary (wife of student)
Announcer (AM)	Professional	F		<u>1</u> Total <u>0</u> Minorities <u>1</u> Women				<u>1</u> Total <u>0</u> Minorities <u>1</u> Women					1. Name: Debbie Grimes 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 9/1/88 5. Referral Source: Was a former church employee (Transferred from audio- visual department at Lutheran Church-Missouri Synod)
Sales Worker (FM)	Sales Worker	F		<u> </u> Total <u> </u> Minorities <u> </u> Women				<u> </u> Total <u> </u> Minorities <u>1</u> Women					1. Name: Bob Thomson 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 10/24/88 5. Referral Source: Resume on File

000005

JOB TITLE	FCC FORM 395-B CLASSIFICA- TION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN		
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE			
Sales Worker (FM)	Sales Worker	F	St. Louis Broadcast Center	— Total — Minorities — Women	St. Louis Broadcast Center				— Total — Minorities — Women	St. Louis Broadcast Center				1. Name: James Bebo 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 2/22/89 5. Referral Source: St. Louis Broadcast Center
Sales Worker (FM)	Sales Worker	F	Station Employee (Recollection of D. Stortz and P. Zika)	— Total — Minorities — Women	Station Employee (Recollection of D. Stortz and P. Zika)				1 Total 0 Minorities 1 Women	Station Employee (Recollection of D. Stortz and P. Zika)				1. Name: Lucy Walker 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 3/20/89 5. Referral Source: Resume on File
Sales Worker (FM)	Sales Worker	F	Station employee	— Total — Minorities — Women	Station Employee				1 Total 0 Minorities 1 Women	Station employee				1. Name: Glynelle Wells 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 3/20/89 5. Referral Source: Station employee
Sales Worker (FM)	Sales Worker	F	Station Employee (Recollection of D. Stortz and P. Zika)	— Total — Minorities — Women	Station Employee (Recollection of D. Stortz and P. Zika)				1 Total 0 Minorities 1 Women	Station Employee (Recollection of D. Stortz and P. Zika)				1. Name: Carolyn Miller 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 5/15/89 5. Referral Source: Resume on File
Sales Worker (FM)	Sales Worker	F		— Total — Minorities — Women					1 Total 0 Minorities 0 Women					1. Name: Frank Wood 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 6/19/89 5. Referral Source: Resume on File (Mr. Wood was a dedicated Christian, and wanted to work at a Christian radio station)
Secretary (AM)	Office/ Clerical	F		— Total — Minorities — Women					— Total — Minorities — Women					1. Name: Christine Keseman 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 8/23/89 5. Referral Source: Rehire (wife of Seminary student)

000006

JOB TITLE	FCC FORM 395-B CLASSIFICA- TION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN		
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE			
Assistant Director, Development (AM)	Official/ Manager	F	Station employee	<u> </u> Total <u> </u> Minorities <u> </u> Women	Station employee				<u> </u> Total <u> </u> Minorities <u>2</u> Women	Station Employee				1. Name: Angela Burger 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 9/18/89 5. Referral Source: Station employee (wife of Seminary student)
Sales Worker (FM)	Sales Worker	F		<u> </u> Total <u> </u> Minorities <u> </u> Women					<u>1</u> Total <u>0</u> Minorities <u>0</u> Women					1. Name: Wynn Bressler 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 9/18/89 5. Referral Source: Resume on File
Station Manager (AM)	Official/ Manager	F	Lutheran publications (Lutheran Witness)	<u> </u> Total <u> </u> Minorities <u> </u> Women					<u>5</u> Total <u>0</u> Minorities <u>0</u> Women					1. Name: Rev. David Schultz 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 9/25/89 5. Referral Source: Lutheran publications
Sales Worker (FM)	Sales Worker	F	St. Louis Broadcast Center	<u> </u> Total <u> </u> Minorities <u> </u> Women					<u>1</u> Total <u>0</u> Minorities <u>1</u> Women					1. Name: Sharisse Bush 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 10/30/89 5. Referral Source: Resume on File
Secretary (FM)	Office/ Clerical	F	Lutheran Employment Project	<u> </u> Total <u> </u> Minorities <u> </u> Women	Lutheran Employment Project				<u>3</u> Total <u>3</u> Minorities <u>3</u> Women	Lutheran Employment Project	3	3	3	1. Name: Cynthia Blades 2. Sex: Female 3. Race/National Origin: Black 4. Date of Hire: 11/1/89 5. Referral Source: Lutheran Employment Project
Associate Director, Development (AM)	Professional	F		<u>1</u> Total <u>0</u> Minorities <u>0</u> Women					<u>1</u> Total <u>0</u> Minorities <u>0</u> Women					1. Name: John Oberman 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 1/2/90 5. Referral Source: Was an outside consultant and transferred to station payroll

000007

JOB TITLE	FCC FORM 395-B CLASSIFICA- TION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE	
Secretary/ Receptionist (AM)	Office/ Clerical	F	St. Louis Post Dispatch, St. Louis Sun, Sentinel, St. Louis American, St. Louis Argus, St. Louis Lutheran, Lutheran Employment Project	<u> </u> Total <u> </u> Minorities <u> </u> Women				<u>4</u> Total <u>3</u> Minorities <u>4</u> Women				1. Name: Bridget Williams 2. Sex: Female 3. Race/National Origin: Black 4. Date of Hire: 1/30/90 5. Referral Source: St. Louis Post Dispatch
Maintenance (Both)	Service Worker	F	St. Louis Post Dispatch, St. Louis Sun, Sentinel, St. Louis American, St. Louis Argus, St. Louis Lutheran, Lutheran Employment Project	<u> </u> Total <u> </u> Minorities <u> </u> Women				<u>6</u> Total <u>5</u> Minorities <u>6</u> Women				1. Name: Timothy Meeks 2. Sex: Male 3. Race/National Origin: Black 4. Date of Hire: 1/31/90 5. Referral Source: St. Louis American

4000-2/84: 4250-000.CH2

000008

KFUO(AM/FM) - St. Louis, Missouri
Part-Time Hires
During The License Term
February 1, 1983 - February 1, 1990

JOB TITLE	FCC FORM 395-B CLASSIFICATION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE	
Announcer (AM)	Professional	P	Concordia Seminary	___ Total ___ Minorities ___ Women	Concordia Seminary			___ Total ___ Minorities ___ Women	Concordia Seminary			1. Name: Eric Van Scyoc 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 6/8/83 5. Referral Source: Concordia Seminary, Application on File
Announcer (Both)	Professional	P		___ Total ___ Minorities ___ Women				___ Total ___ Minorities ___ Women				1. Name: Truman Gilbert 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 1/9/84 5. Referral Source: Walk-in, Application on File
Production Assistant (AM)	Professional	P	Concordia Seminary	___ Total ___ Minorities ___ Women	Concordia Seminary			___ Total ___ Minorities ___ Women	Concordia Seminary			1. Name: James Wilson 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 4/1/84 5. Referral Source: Concordia Seminary
Announcer (AM)	Professional	P		___ Total ___ Minorities ___ Women				___ Total ___ Minorities ___ Women				1. Name: Sharon Saffo 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 4/28/84 5. Referral Source: Walk-in
Announcer (AM)	Professional	P		___ Total ___ Minorities ___ Women				___ Total ___ Minorities ___ Women				1. Name: Susan Hash 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 6/18/84 5. Referral Source: Walk-in

000009

JOB TITLE	FCC FORM 395-B CLASSIFICATION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN		
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE			
Temp Data Entry (Both)	Office/ Clerical	P	Station Employee	<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women	Station Employee				<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women	Station Employee				1. Name: Joy Schuerman 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 2/14/85 5. Referral Source: Station Employee
Announcer (AM)	Professional	P		<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women					<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women					1. Name: Randy Wendt 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 3/25/85 5. Referral Source:
Office Support (Both)	Office/ Clerical	P	Church Headquarters, Lutheran Agency (Recollection of D. Stortz and P. Zika)	<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women	Lutheran Agency (Recollection of D. Stortz and P. Zika)				<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women	Lutheran Agency (Recollection of D. Stortz and P. Zika)				1. Name: Eric Dingler 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 5/28/85 5. Referral Source: Lutheran Agency, Recollection, no written proof
Technician (Both)	Technician	P	Concordia Seminary	<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women	Concordia Seminary				<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women	Concordia Seminary				1. Name: Ronald Bright 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 8/20/85 5. Referral Source: Concordia Seminary
Announcer (AM)	Professional	P	Concordia Seminary	<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women	Concordia Seminary				<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women	Concordia Seminary				1. Name: Timothy Wesemann 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 8/20/85 5. Referral Source: Concordia Seminary
Announcer (AM)	Professional	P	Concordia Seminary	<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women	Concordia Seminary				<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women	Concordia Seminary				1. Name: Ronald Mohr 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 8/22/85 5. Referral Source: Concordia Seminary, (originally hired 6/1/82)
Announcer (FM)	Professional	P		<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women					<input type="checkbox"/> Total <input type="checkbox"/> Minorities <input type="checkbox"/> Women					1. Name: John Clayton 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 8/27/85 5. Referral Source: Resume on File, Walk-in

000010

JOB TITLE	FCC FORM 395-B CLASSIFICATION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN	
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE		
Secretary (FM)	Office/ Clerical	P		___ Total ___ Minorities ___ Women				___ Total ___ Minorities ___ Women				1. Name: Clara Szabados 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 9/1/85 5. Referral Source:	
Announcer (FM)	Professional	P		___ Total ___ Minorities ___ Women				___ Total ___ Minorities ___ Women				1. Name: Charles Frier 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 12/13/85 5. Referral Source:	
Receptionist (Both)	Office/ Clerical	P	Station Employee/ Concordia Seminary	___ Total ___ Minorities ___ Women	Station Employee/ Concordia Seminary			___ Total ___ Minorities ___ Women	Station Employee/ Concordia Seminary			1. Name: Chiara Wesemann 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 2/20/86 5. Referral Source: Station Employee (Wife of Seminary Student)	
Announcer (FM)	Professional	P		___ Total ___ Minorities ___ Women				___ Total ___ Minorities ___ Women				1. Name: Thomas Sudholt 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 4/10/86 5. Referral Source: Walk-in	
Announcer (Both)	Professional	P		___ Total ___ Minorities ___ Women				___ Total ___ Minorities ___ Women				1. Name: Jay Willoughby 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 6/5/86 5. Referral Source: Walk-in	
Announcer (AM)	Professional	P	St. Louis Broadcast Center, Church Headquarters ^{2/}	___ Total ___ Minorities ___ Women	St. Louis Broadcast Center			1 ___ Total 0 ___ Minorities 0 ___ Women	St. Louis Broadcast Center	1	0	0	1. Name: Steve Myrick 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 8/31/87 5. Referral Source: St. Louis Broadcast Center, (promoted to full-time on 10/26/87)

000011

^{2/} It was the policy of the radio stations to post announcements of all job openings at the Church headquarters after January 1, 1987.

JOB TITLE	FCC FORM 395-B CLASSIFICATION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS — Total — Minorities — Women	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN
					TOTAL	MINORITY	FEMALE			TOTAL	MINORITY	FEMALE	
Announcer (FM)	Professional	P		— Total — Minorities — Women				— Total — Minorities — Women					1. Name: Jim Carl 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 10/20/87 5. Referral Source: Resume on File
Announcer (FM)	Professional	F		— Total — Minorities — Women				— Total — Minorities — Women					1. Name: Tom Sudholt 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 10/20/87 5. Referral Source: Resume on File, Walk-in
Staff Writer (AM)	Professional	P		— Total — Minorities — Women				— Total — Minorities — Women					1. Name: Rev. Elmer Maschoff 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 12/1/87 5. Referral Source: Resume on File, (Transferred from International Center of the Lutheran Church)
Announcer (AM)	Professional	P	Concordia Seminary	— Total — Minorities — Women	Concordia Seminary			— Total — Minorities — Women	Concordia Seminary				1. Name: David Adams 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 12/7/87 5. Referral Source: Resume on File (Seminary Student)
Announcer (AM)	Professional	P		— Total — Minorities — Women				— Total — Minorities — Women					1. Name: Emil Wilde 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 12/8/87 5. Referral Source: Resume on File (Mr. Wilde was a member of the Standing Committee, the operating board of the radio station)
Announcer (AM)	Professional	P	Concordia Seminary	— Total — Minorities — Women	Concordia Seminary			— Total — Minorities — Women	Concordia Seminary				1. Name: Ed Blonski 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 2/1/88 5. Referral Source: Concordia Seminary

000012

JOB TITLE	FCC FORM 395-B CLASSIFICATION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN		
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE			
Announcer (AM)	Professional	P	Concordia Seminary	___ Total ___ Minorities ___ Women	Concordia Seminary				___ Total ___ Minorities ___ Women	Concordia Seminary				1. Name: Paul Hamer 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 3/3/88 5. Referral Source: Concordia Seminary
Secretary (AM)	Office/ Clerical	P	Concordia Seminary	___ Total ___ Minorities ___ Women	Concordia Seminary				___ Total ___ Minorities ___ Women	Concordia Seminary				1. Name: Linda Bright 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 6/27/88 5. Referral Source: Resume on File (Wife of Seminary Student)
Announcer (AM)	Professional	P	Concordia Seminary	___ Total ___ Minorities ___ Women	Concordia Seminary				___ Total ___ Minorities ___ Women	Concordia Seminary				1. Name: Thomas Eggebrecht 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 7/1/88 5. Referral Source: Concordia Seminary
Announcer (AM)	Professional	P	Concordia Seminary	___ Total ___ Minorities ___ Women	Concordia Seminary				___ Total ___ Minorities ___ Women	Concordia Seminary				1. Name: James Greear 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 7/9/88 5. Referral Source: Concordia Seminary
Announcer (AM)	Professional	P	Concordia Seminary	___ Total ___ Minorities ___ Women	Concordia Seminary				___ Total ___ Minorities ___ Women	Concordia Seminary				1. Name: Kurt Taylor 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 7/9/88 5. Referral Source: Concordia Seminary
Announcer (AM)	Professional	P	Concordia Seminary	___ Total ___ Minorities ___ Women	Concordia Seminary				___ Total ___ Minorities ___ Women	Concordia Seminary				1. Name: Waldemar Vinouski 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 7/9/88 5. Referral Source: Concordia Seminary
Announcer (FM)	Professional	P		___ Total ___ Minorities ___ Women					5 ___ Total ___ Minorities ___ Women (Recollection of D. Stortz and P. Zika)					1. Name: Kathy Sitzer 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 8/1/88 5. Referral Source: Resume on File

000012

JOB TITLE	FCC FORM 395-B CLASSIFICATION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS — Total — Minorities — Women	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED — Total — Minorities — Women	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN	
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE		
Announcer (AM)	Professional	P	Concordia Seminary	— Total — Minorities — Women	Concordia Seminary				— Total — Minorities — Women	Concordia Seminary			1. Name: Wayne Huebner 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 8/12/88 5. Referral Source: Concordia Seminary
Announcer (AM)	Professional	P	Concordia Seminary	— Total — Minorities — Women	Concordia Seminary				— Total — Minorities — Women	Concordia Seminary			1. Name: Mark Kufahl 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 8/13/88 5. Referral Source: Concordia Seminary
Announcer (FM)	Professional	P		— Total — Minorities — Women					— Total — Minorities — Women				1. Name: Eugene Ficker 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 3/3/89 5. Referral Source: Resume on File
Announcer (AM)	Professional	P	Concordia Seminary	— Total — Minorities — Women	Concordia Seminary				— Total — Minorities — Women	Concordia Seminary			1. Name: Jeffrey Meyer 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 4/10/89 5. Referral Source: Concordia Seminary
Announcer (AM)	Professional	P	Concordia Seminary	— Total — Minorities — Women	Concordia Seminary				— Total — Minorities — Women	Concordia Seminary			1. Name: Daniel Ramsey 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 4/24/89 5. Referral Source: Concordia Seminary
Announcer (FM)	Professional	P	St. Louis Broadcast Center	— Total — Minorities — Women	St. Louis Broadcast Center				— Total — Minorities — Women	St. Louis Broadcast Center			1. Name: Robert Armbruster 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 8/18/89 5. Referral Source: St. Louis Broadcast Center (was an intern from Broadcast Center prior to 8/18/89)

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JOB TITLE	FCC FORM 395-B CLASSIFICATION	PART/ FULL TIME	ALL RECRUITMENT OR REFERRAL SOURCES CONTACTED	TOTAL NUMBER OF APPLICANTS	RECRUITMENT OR REFERRAL SOURCES OF APPLICANTS			TOTAL NUMBER INTERVIEWED	RECRUITMENT OR REFERRAL SOURCES OF INTERVIEWEES			SOURCE AND APPLICANT'S NAME, SEX, AND RACE OR NATIONAL ORIGIN		
					TOTAL	MINORITY	FEMALE		TOTAL	MINORITY	FEMALE			
Announcer (AM)	Professional	P	Concordia Seminary	— Total — Minorities — Women	Concordia Seminary				— Total — Minorities — Women	Concordia Seminary				1. Name: Marty Reed 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 10/10/89 5. Referral Source: Concordia Seminary
Announcer (AM)	Professional	P	Concordia Seminary	— Total — Minorities — Women	Concordia Seminary				2 — Total — Minorities — Women	Concordia Seminary	2			1. Name: Jason Cashmer 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 11/1/89 5. Referral Source: Concordia Seminary
Secretary (AM)	Office/ Clerical	P	St. Louis area Lutheran churches	— Total — Minorities — Women	St. Louis area Lutheran churches				1 — Total 0 — Minorities 1 — Women	St. Louis area Lutheran churches	1	0	1	1. Name: Gertrude McClees 2. Sex: Female 3. Race/National Origin: White 4. Date of Hire: 11/14/89 5. Referral Source: St. Louis area Lutheran churches
Announcer (AM)	Professional	P	Concordia Seminary	— Total — Minorities — Women	Concordia Seminary				2 — Total — Minorities — Women	Concordia Seminary	2			1. Name: Todd Wilken 2. Sex: Male 3. Race/National Origin: White 4. Date of Hire: 1/20/90 5. Referral Source: Concordia Seminary

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February 26, 1990

BY HAND DELIVERY

Mr. Glenn A. Wolfe
Chief, EEO Branch
Mass Media Bureau
Federal Communications Commission
2025 M Street, NW -- Room 7218
Washington, D.C. 20554

Re: Application for Renewal of License
Stations KFUD-AM/FM -- File Nos.
BRH-890929VB and BR-890929VC
FCC Letter of Inquiry

Dear Mr. Wolfe:

On January 4, 1990 you sent the Lutheran Church/
Missouri Synod, licensee of Stations KFUD-AM/FM,
Clayton, MO a letter of inquiry concerning the stations'
employment practices. The letter followed the filing of
a Petition to Deny the stations' renewal applications by
certain branches of the NAACP.

By letter dated January 31, 1990, KFUD requested
an extension of time in which to respond to your letter
of inquiry and in which to file an Opposition to the
Petition to Deny. The reply to your letter of inquiry
and the Opposition to the Petition to Deny were filed
jointly, through the Secretary's office, this past
Friday, February 23, 1990.

A copy of this document is attached hereto for
your information.

Very truly yours,

Marcia Cranberg
Marcia Cranberg

Attachment

bc: Dennis Stortz